

May 10, 2022

Sent via Electronic Mail Only

Ms. Brandy Johnson
Mr. Payden Martin
Stationary Engineers, Local 39
1620 North Market Blvd.
Sacramento, California 95834
Email: bjohnson@local39.org
pmartin@local39.org

**RE: Letter of Understanding – Eligible Employees Assigned to 4TH R Youth Child Care
Recruitment and Retention Bonuses**

Dear Ms. Johnson and Mr. Martin:

The Youth Division of the Youth, Parks, and Community Enrichment (YPCE) Department applied for one-time grant funding through the California Department of Social Services specific to licensed childcare facilities. The purpose of the grant, which YPCE successfully obtained, is to help stabilize existing childcare facility operations and provide support associated with expenses from the COVID-19 pandemic.

This letter confirms the agreement reached between the City of Sacramento ("City") and Stationary Engineers, Local 39 ("Union"), regarding the above referenced matter.

The agreement is as follows:

1. Current career staff in the classifications of Program Coordinator, Program Developer, and Program Supervisor who are assigned to 4th R and who are active on payroll at the time of payment, shall be eligible to receive up to a total of one-thousand dollars (\$1,000.00), less normal and customary payroll deductions, as follows:
 - a. A five-hundred-dollar (\$500.00) payment within sixty (60) calendar days of the effective date of this document; and
 - b. A five-hundred-dollar (\$500.00) payment no sooner than ninety (90) calendar days and no later than one hundred and twenty calendar days (120) after the first payment has been received.
2. Current non-career staff in the classifications of Recreation Aide and Senior Recreation Aide who are assigned to 4th R and who are active on payroll at the time of payment, shall be eligible to receive up to a total of four-hundred and seventy-five dollars (\$475.00), less normal and customary payroll deductions, as follows:

- a. A two-hundred and thirty-five dollar and fifty cents (\$237.50) payment within sixty (60) calendar days of the effective date of this document; and
 - b. A two-hundred and thirty-five-dollar and fifty cents (\$237.50) payment no sooner than ninety (90) calendar days and no later than one hundred and twenty calendar days (120) after the first payment has been received.
3. Employees who are hired after the effective date of this agreement into the classifications of Recreation Aide or Senior Recreation Aide and who are assigned to the 4TH R program shall receive a total of \$400.00, less normal and customary payroll deductions, as follows:
 - a. A two-hundred-dollar (\$200.00) payment no sooner than ninety (90) calendar days and no later than one hundred and twenty (120) calendar days from their date of hire; and
 - b. A two-hundred-dollar (\$200.00) payment no sooner than one hundred and eighty (180) calendar days and no later than two hundred and ten (210) calendar days from their date of hire.
4. Employees who separate from City employment for any reason prior to payment forfeit their right to any payment not already made.
5. This Letter of Understanding terminates on December 31, 2022, or when the grant money is exhausted, whichever occurs first.

This Agreement does not establish precedent, nor does it interpret any employee rights under the language of the Labor Agreement, the Rules and Regulations of the Civil Service Board, or any applicable policies and procedures of the Youth, Parks, & Community Enrichment Department or the City of Sacramento except as expressly stated herein.

This Agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein and supersedes and replaces all prior negotiations, proposed discussion, whether written or oral.

If this is your understanding of the agreement reached, please sign as indicated below.

Sincerely,




Jun 12, 2022

Christen Snyder
Labor Relations Officer

[Signatures on Following Page]

AGREED TO FOR THE CITY:


Howard Chan (Jun 15, 2022 00:22 PDT) Jun 15, 2022
Howard Chan
City Manager


Jun 11, 2022
Shelley Banks-Robinson
Human Resources Director


Aaron A. Donato (Jun 13, 2022 15:15 PDT) Jun 13, 2022
Aaron Donato
Labor Relations Manager

AGREED TO FOR THE UNION:


Brandy Johnson
Business Representative


Payden Martin
Business Representative

APPROVED AS TO FORM:


Jun 10, 2022
Kathleen T. Rogan
Senior Deputy City Attorney